

W O R D S & V i z i o n

UCFV FACULTY & STAFF ASSOCIATION NEWSLETTER

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FROM THE EDITOR...

Year of the...

...monkey (as they keep on telling us): disruptive and protean, playing tricks, stirring up turmoil and strife. But that's just half the picture; at the same time, this is one clever, cunning, creative critter, able to find solutions to problematic situations, including the ones he's produced.

So obviously this double-sided emblem is perfect for our beloved FSA as we enter a new year of ambiguity and transition. The Category 3 issue, for instance, has certainly become a prickly 'monkey puzzle' for a number of departments (n.b., for those who don't know, monkey puzzle trees are so called because their cruel thorns point up, encouraging climbers to ascend but preventing any easy or painless exit). Such problems will certainly test the creativity and good will of all FSA members in this coming year. Beyond these more general connections, though, I've been perceiving a kind of apish synchronicity lately that's got me thinking of myself as the Monkey Man for 2004.

Monkeyshines

It's all about technology: how we monkey with it and it sort of monkeys with us. For instance, the other day I happened to park in the main student lot at ABBY, and when I innocently slipped a loonie into the dispenser, instead of spitting out a ticket it *talked* at me. I looked around for the video camera, sure I was being monkeyed with, as it insisted that I "have a nice day," or something equally lame. Finally, I thwacked it with my cane and it fell silent, but not before causing me considerable anxiety and perhaps some loss of personal dignity. Despite the loneliness of the long distance educator, the last thing I want is a personal relationship with the parking lot. Ditto the highly styled voicemail interfaces you get now with services such as Telus, complete with cute colloquial chit-chat: "Great, I think I got that." Well, get this....

Yet I love hi tech. A few months back I got a lovely new notebook computer which I named 'monkey' just because of its nimbleness, without even being aware of the Chinese Farmer's Almanac symbol coming up in 2004. The machine is powerful, wireless, way cool (especially in providing groovy visualizations of my Bhangra CDs),

and slightly impish in the things it does when I'm not looking. Shortly thereafter, coincidentally (or is it something fatefully more?) I signed up for two, then three sections of online teaching, including one course in development. As I am no techno-wizard (more tech-dyslectic), it has been steep curving learn thus far.

But the online classroom is tremendously stimulating; feels like it's rejuvenated my approach to teaching and broken open a whole new realm of potential. (There's that double-sided monkey symbolism again.) Some of you are already doing this e-stuff, while others anticipate it, and/or feel the pressure to get involved as our masters push it, deeming distance Ed some kind of budget-taming universal educational panacea. And so, let me share some neophyte thoughts:

Monkeybusiness

My monkey is always on my back, constantly yipping in my ear. No real noise, of course, unless I enable the 'you've got mail' tone; but even with MUTE on, the hundreds of WebCT messages I shift through each week do 'yip' in my mind. Each morning 39 new messages here, 22 there, etc. And they are often mysterious. Sometimes e-messaging style is to blame, elliptical and sketchy

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communication modes that students are in my class to improve. Other times the messages are about tech probs that I *and* my students don't understand. Many are student-to-student, framed in a chatty shorthand that can be culturally nigh impenetrable. And there's always a backlog of these yips, new ones generated constantly, mostly in the wee hours by late-night day-time working students, so that you can never put it – your class – 'away'.

Indeed, it's all about control. Students want to control their experience as much as possible and the instructor wants his/her complete sway over the course for obvious reasons. In a sense the program provides exactly that: I can design everything, the whole virtual world for students, can set up the course in a variety of ways with godlike, well, demi-godlike omnipotence; even to the extent of spying on students and their activity in the class, seeing on the screen exactly how many connections they are making – or not – day-to-day, minute to minute. I can pick the icons, wallpaper, etc., just about everything.



Monkey See...

At first I thought it would be a faceless experience, that I would be an anonymous little godmonkey capering behind the scenes. But no, we Web CTers encourage students to exchange pics and bios and generally to humanize the virtual classroom. So it might seem unsporting for me to hide out as a disembodied e-persona. At the same time, I want to be loved, like everyone else, and would they love me, the pic and/or video-clip me, that is? Would my presence be reassuring and pro-activating for my students, or just the opposite? Will they *get* me, I wondered, in all my complexity, without actually knowing me 3-d or spending time with me in the same room; will my virtual presence warm the cockles of their hearts... or turn them off?

When I inherited one of these courses from my colleague Lynn Kirkland-Harvey, she had a very effective video of herself right at the start of her course; and I thought, hey, I'll just leave that in: Ryszard's a somewhat ambiguous name, at least to those who aren't Slavic; they won't know the diff and I'll be so much more likable as a woman, especially blonde.

But then I realized some of them are locals and might easily find out that I am male, so maybe I should 'steal' the image and persona of some genial colleague, and become more cuddly that way (maybe Dave Wyatt, if his e-imagery hasn't been appropriated by someone else already?) while still retaining my essential mystery.

After all, it's just a bunch of pixels and coloured dots, right, so what's the big deal? Really, why doesn't Web CT have a menu of instructor avatars that I can pick and choose from like everything

else? I mean, the potential 'creative' applications of this technology are mind-boggling. I could be anyone online, anything, a Zardo style floating head, a pencil sharpener, my cat Spooky.

Even within the 'normal' range of instructor types, they could offer a helpful slate of candidates for us to hang virtual personalities upon. Like the Quirky Geezer Prof: crusty and eccentric on the outside, but soft and gooey inside, with some slightly disturbing yet romantic sidebar: e.g., lost a limb (your choice) in freakish accident (involving mimes, Picasso Museum, and a medieval toilet) on a class field trip to Paris.

Or if that doesn't fit the bill/mood/class dynamic, how about Edgy Post-Modern Prof: black clad, smoking a virtual Gauloise, ranting endlessly on the ubiquity of consumer culture, and challenging students to oppose the patriarchy/matriarchy/fakeyarchy.

And there would always be those who want The-Importance-of-Being-Earnest-about-Everything-Prof: middle-aged, middle-browed, mid-muddle, in Birkenstocks, specs and all natural fibres, card carrying member of the League to Put Panties on Cats, etc.

You get the picture, so to speak. Guess this is the most important lesson of online teaching thus far for me: The big hurdle is the tech-person interface. Now I have a lot more empathy with parking lot dispensers that talk, not to mention monkeys that go yip in the night...

Monkey Do...

Thanks for the feedback on my quiz last issue re newsletter content preferences. I got a bunch of responses, and will be/am being guided by those as I go. Respondents praised getting to know colleagues through their writings and the lively, sometimes irreverent, content; some queried specific inclusions, like one rather crushing request for fewer reprints. (In my defense, they are often used to fill otherwise blank pages in our multiples-of-four-format with something of potential ed-interest.)

Anyway, as always, your input is appreciated and I reiterate here my call for non-labile articles on any topics you would like to share with your colleagues. Over the years we have had some great pieces on all sorts of themes, from completing a degree to caring for an aging parent to battling grade inflation; may this tradition of communicating with each other be even more honoured in this New Year. To start, this time round we have a new Employee Profile feature, thanks to Lisa Gower.

Meanwhile, the randomizer has chosen Moira Kloster as the feedback prize recipient; she gets a bottle of cheer, the mysteriously blue and alluring Hpnotiq which is the basis of the official FSA cocktail for 2004. Read on for more news and views.



FROM THE PRESIDENT...

This time it took some time to think about what to put into my report. As I jotted down some notes for some potential topics, a common theme appeared: Money.

Money Issues

Two years ago our administration and that of other post-secondary education institutions collectively lobbied the provincial government to ask for a three-year budget. They felt that not knowing until April what the budget was going to be, long after such decisions as time-table had been made, was inefficient and aggravating.

Along with the other institutions, UCFV was given a three year budget, the first year was stand pat, the second year was a \$660,000 cut, and the third year was to be a further cut of almost \$1,000,000. Be careful what you ask for!

With UCFV being an institution that has undergone rapid growth and lots of hiring, we have lots of Staff and Faculty who are moving up the pay scales. This means a zero percent growth in our budget is a cause of problems measured in millions of dollars. And a cut was worse.

The only way to avoid massive program cuts and corresponding massive layoffs to our Staff and Faculty was to raise tuition. The first year UCFV responded by raising tuition from \$40 per credit to \$65 per credit; the second year to \$100 per credit. Other institutions in the Province raised tuition also. Currently typical semester tuition at UCFV for an Arts student is \$1,500. It is about the same at the other University Colleges. Universities are around \$1,750 and colleges are around \$1000.

For this year, mercifully, the \$660,000 budget cut was reimbursed to UCFV for the 2003/2004 year. Administration held onto the \$660,000 because it was given after the budget process. This \$660,000 will be used in 2004/2005 to help balance the budget because the actual reduction to the grant in 2004/2005 as compared to 2002/2003 is \$1,660,000.

Our management is between a rock and a hard place. Already there are signs in some institutions that tuition is higher than a significant fraction of students can afford. If it is increased, then fewer students come and UCFV may end up with less net revenue than if tuition were left at \$100 per credit.

Moreover we may be passing that point where access to post-secondary education is now available only to those who can pay. Does UCFV want to be an institution where rich parents are a primary entrance requirement? From a societal point of view, there are many bright students who could have great careers, pay back lots of taxes and contribute in a major way to our society, who may now be trapped in menial jobs, while their less bright, but richer-parented peers get degrees and take the higher paying jobs.

Against this background, we are about to begin bargaining. One other "constraint" that the provincial government has imposed on the public sector is that wages will be frozen for the next two or three years. However, when folk such as the TAs at UVIC used job-action, they were granted more than zero. The message from the Liberal government is quite simple: if you don't strike, you don't get a raise. If you do strike, you might get a raise. UCFV Faculty and Staff are very, very reluctant to strike. However if these are the rules...

It's interesting to think what might happen if the current trend continues. Every year the government increases the number of Full Time Equivalent (FTE) students we must teach, but also sends less money for us to use for this purpose. The necessary slack in the system to allow problems to be solved is pretty much gone, and the tension is mounting. Eventually something will snap. At Kwantlen this is closer to happening than here. In response to an increase in their FTE target and declining enrollments (likely due to higher tuition), Kwantlen's management has decided to override their Collective Agreement and arbitrarily increase class size, using the power given it by Bill 28 which was passed by the Liberal government.

Your FSA has sent its support to the Kwantlen Faculty Association in what looks as if it might turn into a horrendous battle. The entire post-secondary system is behind Kwantlen's Faculty Association, since we view any successful application of Bill 28 at Kwantlen to be a pre-cursor to applications elsewhere in the system.

Going back to our bargaining situation, we are about to start again. Since we are bargaining at the same time as the other locals in the Province, we have to decide whether to attend a central table should there be one. The CIEA Exec think there will be a central table (of some sort), our Management does not seem so sure. Our Exec voted unanimously to not have a central table (a recommendation passed onto CIEA, but we were out-voted). However IF there is a central table, then we need to decide to be there or not. Okanagan, BCIT and Langara have already announced they will not be there in any event.

Since we bargained recently, we still have the surveys and don't see a need to re-survey. However if anyone has any suggestions for things that were not covered in the last survey (or round), please let our bargainer (our Contract Chair, Shelley Drysdale) know. E-mail is best.

STAFF GRIEVANCE

A Staff member recently asked me, "So what is it you do anyway? Kick management's butt all day long?"

This got me thinking about what perceptions people may have about the position I hold. Do people expect to see me punting Barry or Skip across the campus green? While I've certainly (and notoriously) had to remove my foot from my own mouth around senior Management, my appendages have yet to make their way into the personal spaces of any SAG member. My job does include advocacy and negotiation, but there is no place for the breaking of kneecaps. So, that cleared up....what is it that I do anyway? For those who care, or wonder, here is what I have been up to:

Fall was extremely busy, and has not yet shown signs of slowing down. Most of what I spend time on can be broken down into:

- Issues between co-workers – roles, communication, conflict, etc.
- Staff feeling a lack of clarity, direction, communication or support from supervisors
- Concerns about procedures on postings/hirings/regularizations/work allocation
- Clarification of rights, rules, procedures, benefits, obligations of employees
- Interpretation of the Collective Agreement, and of practice or intent where there is nothing in the Collective Agreement about a specific issue.
- Determining merit for grievances and handling grievances

This work is very time consuming, although very little results in grievances – which is a good thing, really. My role involves a lot of listening and providing support, researching, negotiating, resolving, and referring. (Or is that refereeing?....That wouldn't be out of line sometimes, either!)

I'm also working on a survey to go to the membership regarding the Shop Steward system. The results of this survey will assist the FSA in reviewing the shop steward system, examining viability, and creating constitutional language around shop steward roles if the system is to continue. We will be relying on your input, so please look for this survey in the months to come.

In addition to dealing with ongoing issues, my duties include several committees.

- Along with Tim Cooper and Ian McAskill, I am a member of the FSA Finance Committee. We oversee the expenditures of the FSA.

- I sit on LAM (Labour and Management) along with Tim Cooper, Kevin Busswood, Skip Bassford, Barry Bompas, Wayne Welsh, and Diane Griffiths. I have found these meetings to be very informative, and feel that I've gained a much bigger perspective on the inner workings and decision processes of UCFV.
- I am also chairing the CIEA Question Sub-Committee of the FSA Executive. As requested by the membership at last year's AGM, the FSA is gathering information on the ramifications of leaving CIEA, and the possible scenarios for replacing what we gain from our affiliation with CIEA. Once compiled, this information will be presented to the membership so that members can make informed decisions on whether the FSA should continue to be a part of this federation or not.
- I am a part of the Bargaining Committee, along with Shelley Drysdale, Tim Cooper, Barry Bompas and Diane Griffiths. We have spent countless hours reviewing every single word of the Collective Agreement and revising language as necessary for clarity or to reflect changes or bargained items. We will soon begin the bargaining process for our next contract. (If you have any issues you wish to bring forward, please send them to our Bargaining Chair, Shelley Drysdale, or through Tim or me.)
- As part of our affiliation with CIEA, I am on the CIEA Contract Administration Review Committee (CARC). This committee is comprised of people from other institutions holding positions that at UCFV we call the 'Faculty Grievance Chair'. (I am the only Staff Grievance Chair in CIEA.) We have two Friday/Saturday meetings in Vancouver twice per year, and email communications throughout the year.
- As well, twice per year I attend the CIEA Bargaining Conferences where CIEA identifies bargaining issues and plans strategies for bargaining. These conferences include the Presidents and the Bargainers, so I go along with Tim and Shelley (or her designate).

This month I've had one grievance involving the termination of a non-probationary Staff member. It has been a trying and difficult time for all involved. Along with disciplinary meetings, I find terminations to be some of the hardest aspects of this position. Of course, layoffs and bumping are awfully hard to deal with, too. Speaking from the perspective of an employee who has been through layoff before, I would be very empathetic in assisting Staff, but I can now appreciate just how difficult and draining it was for Heidi to support each of us through that process. I have high hopes that we can avoid layoffs this year – for everyone's benefit!

If you have any questions or concerns, please contact me – although I try to hide sometimes, it seems everyone knows how to find me: office B377, local 4534, or marna.levae@ucfv.ca

-Marna LeVae

FACULTY GRIEVANCE REPORT

Attn: Partial Type B (Faculty) Contract Members

Category I Faculty (the old language referred to them as "reg-track employees") holding partial Type B Contracts, e.g., 4/7th, have the right to an increase to the fraction set on initial appointment as a Type B automatically after three years providing they have been working more than the initial fraction. Example: you were given a 4/7th Type B effective August 2001, but had received 3 more courses per year since. Your base fraction shall be reset to 7/7 this August. During these three years you were paid pro rata at 4/7 of your step(s) on scale. The additional work over the 4/7 has been paid at a lesser rate, something like the sessionals/course rate. After August 2004 all of the work up to 100% is paid at the full pro rata rate. The way one goes from 4/7 to 7/7 is by work allocation which favours Type B contract holders. This rule does not apply to Category II, III or B* Faculty, however during the last round of bargaining it was agreed that they may be lifted with Barry's permission at a later date.

There are vagaries, no doubt, and it's not always easy to calculate the precise amount of work over and above the initial fraction over the three years. So, check your original anniversary date - initial year of appointment and allow three years. If you have worked over the original fraction or percentage during those years, request ER to do a resetting of the initial %. Discuss with me, if you wish.

-Bob Smith

Continued from Page 3...

Unfinished Items From Last Round

Several topics were agreed to in the last round that we haven't yet finished off.

The Category 3 Faculty who need departmental approval before entering a regularization track are still going through that process. The situation has become a little muddled and we hope to get some clarification on the process from a joint bargainers meeting coming up soon.

The Department Head Release Committee has had difficulty coordinating meeting times. However we've had one meeting and will be having the second soon.

The trial run of graders is still going ahead; we will review the results at the end of this semester and likely put something more formal in place as part of the next bargaining round.

We are still writing up the Collective Agreement. We are close to the point where we will ship it to Lee Whyte (a CIEA staff rep) to

STATUS OF WOMEN REPORT

December 6th Vigil

A heartfelt thank you to the Faculty and Staff who attended the Montreal Memorial on a very cold and rainy night in December. Continuing to remember these fourteen women, murdered because they were women, is to ensure that they did not die in vain.

Publishing Opportunity

The Journal of Canadian Woman Studies invites essays, research reports, true stories, poetry, drawings, and other artwork which illuminate the theme, "Benefitting Women? Women's Labour Rights," for inclusion in its Spring 2004 issue. The focus of this issue will be a critical exploration of the changing nature of the Canadian labour market and its impact on women. Deadline: February 28. For complete submission guidelines and background, call 416-736-5356 or e-mail cwscf@yorku.ca

International Women's Day

Please watch for campus-wide events to mark this historic and important day. If anyone is interested in participating or contributing to this day, your Status of Women representative would love to hear from you.

Contact

I can be reached at local 4255 or Michelle.Demers@ucfv.ca and will be available in the Community Women's Centre on Thursdays from 12:30 to 1:30 p.m. to discuss any issue or concern that a member may have. If this time is inconvenient, please contact me.

-Michelle Demers



look over for us. We want Lee to tell us (and our Management) where there are points that are ambiguous or not clear. Having a clean, clear Collective Agreement can avoid a lot of misunderstandings and should make everyone's life easier

CIEA Referendum

We promised the membership we would get back to them with a referendum on CIEA membership. Currently a committee chaired by Marna Levae is working on a draft to show how we would replace CIEA services should we leave. Expect more information to come out as the term progresses.

Office Staffing

In mid-February Flo will be returning from her maternity leave, to take up her 2.5 days per week. At that time Carol will move from 4 days a week to 3 days per week. If you haven't seen Flo for a while, stop by and say hello.

Acknowledgement: Thanks to Barry Bompas for checking the financial numbers in this article!

EMPLOYEE PROFILE

In an effort to make members more aware of each other and what their positions are, I am contributing a new feature. Originally, members of the FSA Executive thought it would be a great way to introduce new Staff and Faculty to each other. However, once I'd spoken to a number of people, the general consensus was that it would be interesting to mix it up with new and old so that the new employees also have the opportunity to learn about their colleagues as well. The next decision that I had to make, is who would be first? When you look at our numbers of members, it became a little overwhelming. A fellow Staff member suggested featuring our Past Grievance Chair, Heidi Tvete. I thought Heidi would be a great person to start with, as the majority of Staff and Faculty know Heidi but perhaps don't know what she's been up to since leaving the FSA Executive.

When I telephoned Heidi to ask her if I could do a profile on her she seemed a little hesitant as she wasn't sure what this would entail. When I explained it was a way of introducing employees to each other and that my focus would be primarily with helping newer employees get to know their colleagues and introducing the newer employees to UCFV, she readily agreed to help by becoming our first 'Profile'.

How long have you been at UCFV? I will have been at UCFV 11 years this April.

What did you do prior to UCFV? Prior to UCFV I was a student. I studied science at UBC for two years before I realized I wasn't sure what I wanted to do. My family ended up moving to the Fraser Valley so I looked into the programs offered at UCFV. I wanted to acquire some computer skills so I registered in the Applied Business Technology program (formerly Office Careers).

What positions have you held at UCFV? In May 1993, a few months into the Office Careers program, I was hired to help out in Faculty Reception. There was a permanent posting in June 1993 that I was successful in obtaining. A year later I competed for a posting in Employee Relations where I worked for almost two years. In May 1996 I joined the Facilities Department as the security coordinator and then acting manager of safety and security for three years. During my last year in Facilities I had many people approach me and ask if I would be interested in running for Staff Grievance Chair. The idea very much interested me so I accepted my nomination and was elected in May 1999. I continued as Chair for an additional three years until June 2003.

What is your current position? In August 2003 I started my latest position as Institutional Research Analyst. It is a challenging, interesting, and extremely busy position. My colleagues are all great and wonderful to work with. In my position

as analyst I find myself using many of the skills that I acquired while I was completing my degree. I was always interested in research while I was going to school so it is quite satisfying to be able work in a position that fits in with my career goals.

What education do you have? I currently have a Bachelor of Arts Degree in Criminal Justice from UCFV. I graduated in 1998 and very much enjoyed the program. Within a couple of years I plan to go back to school and complete my Master of Arts in Criminology.

What is your favorite thing about UCFV? My favorite thing about UCFV has always been the people and the quality education that UCFV offers. I am very fortunate to have experienced UCFV as a student as well as an employee. While I was Staff Grievance Chair I was able to meet and work with people from a lot of different departments as well as people who I wouldn't normally have had contact with. I also became involved with a lot of different committees and issues as they pertained to my union position. Having this opportunity to meet and work with so many different people has allowed me to gain some wonderful friends.

Tell me something personal about yourself. Something personal about me that not a lot of people would know is that I used to compete successfully in horse jumping. I grew up with a pony in my backyard when I was young and started riding seriously at 10 when my parents purchased my first horse. I competed for about 10 years in show jumping often knocking seconds off the best time. I still have my same horse that is now 24 years old. I do not compete anymore and have moved my interest to dogs. I grew up with Dobermans and now I compete in obedience and personal protection with my current Doberman.

Is there anything special you would like to comment on? I'd like to end by saying that it is really nice to see so many new Staff taking an interest and becoming involved in our union. Our Staff component has grown stronger over the years as a result of this. It is very important that we have people who are willing to speak up and make sure that their voice and others are being heard.

I would like to thank Heidi for being our first profile. I enjoyed getting to know a little more about her and hope that you did as well. If you have any suggestions regarding this column or would like to see a certain member profiled (especially if you have someone new in your area) or you would like to be profiled, please contact me, @ 4646 or lisa.gower@ucfv.ca.



-Lisa Gower

22 NOVEMBER 2003 GAY/LESBIAN/BISEXUAL/TRANSGENDERED CONFERENCE

Dileep Athaide, speaking on behalf of CIEA president, Cindy Oliver, said it was past time that CIEA address GLBT issues. This conference was requested by the GLBT caucus at the last CIEA AGM in Prince George. Although I was not at the AGM, nor was I familiar with the caucus, I agreed to attend the conference because I wanted: 1) to see how many people consider the issues important; 2) to be part of forming a picture of GLBT presence in post-secondary institutions; and 3) I wanted UCFV to be counted among the concerned.

Following the welcoming and affirming, we did a round of introductions and gathering of information on what the key issues were perceived to be on each campus. I felt, as many must have felt, that I was speaking only from my personal experience and interpretations; I hadn't done a poll or research of those people known to me at UCFV who identify as GLBT.

Among the thirty or so participants there was little consensus on priorities, approaches or desired outcomes. Right at the outset, terminology became an issue; some were comfortable reclaiming terms like 'faggot', 'queer', and 'dyke' while others see those terms as a hindrance to assimilation. For many, assimilation feels like passing while integration seems to suggest an embracing of diversity. Overall, it is difficult issue, and here are some notes and observations that I'd like to share with you:

On Visibility

- One woman stated that although she wasn't a lesbian, she had come to demonstrate solidarity. When a call for a volunteer to attend the conference was made at her local and no one responded, she overheard the remark, "Well, you see, we don't have those people here."
- Several people said that they considered themselves to be 'out' to Faculty and Staff as demonstrated by photographs in their offices, taking partners to functions, and having benefits extended to their partners.
- However, there were repeated references to: internalized homophobia; being conscious of having to be acceptable; not being like *those* other gays or lesbians; the feeling that we aren't supposed to draw attention to that aspect of ourselves; etc. Coming out presents a risk and an opportunity.
- Most people indicated that they were not out to students though they would like to be. This is because of fear of losing students, antagonizing students, and the sense that their institution would not support them. At the same time everyone expressed concern for and the desire to support GLBT students.

Assimilation/Integration

- Everyone would like to see institutions commit to reducing the potential risk, pain and harm associated with being fully integrated. Most expressed the sense that their institutions were abiding by the Charter and Human Rights legislation but no more than that.

- Sexual orientation is a key aspect of heterosexual as well as GLBT identity, but heterosexuality is taken for granted.
- One person disclosed that they had been fired for their orientation and launched a successful human rights complaint.
- The bisexual people said their orientation was not taken seriously, that they were frequently challenged as fence sitters and mocked.
- Networking amongst GLBT people is so difficult in our post-secondary institutions as long as Canadian politeness masks homophobia and visibility is subtly discouraged. We need events and space.

Summing Up

To some degree, fear is inhibiting collegiality, limiting relationships with students, and undermining personal emotional and physical safety as well as self-confidence. 'Coming out' or 'Being out' is a central issue of identity. Some felt the latter is only relevant in close relationships and not part of relationships with colleagues, students, or Staff. Others felt limited and confined by being safely out to a few people at their work place. Our institutions need to demonstrate understanding, interest, and support for GLBT people by encouraging and supporting events and providing safe space.

There were some recurrent themes. GLBT people want to belong, to be accepted, to participate, to be fully integrated without having to be invisible and silent. While some said they didn't want special treatment and that Charter protection was all they needed, others expressed fatigue with having to be so careful about how and with whom they communicated fully about their lives.

And then it was time to draft resolutions to take back to Presidents' Council concerning actions that might be initiated in our locals:

- That a GLBT standing committee be struck. This was a contentious issue as some did not see need for such 'special treatment'.
- That a positive space workshop be offered at the '04 AGM. UBC has designed a program called Positive Space and has trained about 250 facilitators.
- That CIEA fund training for positive space reps.
- That CIEA urge members to lobby their senior management on GLBT issues.
- That CIEA produce a document on GLBT issues.

-Ellen Dixon

FSA CURLING EVENT



Curling and Pizza

Abbotsford Curling Club

Saturday, March 13, 2004

from 2:00 - 6:00 pm

*Join your colleagues
for a fun afternoon
of curling and pizza*

***No previous curling skills required,
just the ability to have fun.***

Teams will be organized in an attempt to ensure
an experienced curler is on each team.

A minimum of 48 people are required to run the
event, so remember to sign up soon!

**Open to all UCFV employees,
their families and friends.**

Tickets will be \$10.00 - \$15.00 per person,
depending on the number of curlers.

Sign-up sheets are located at Faculty Reception
on the Abbotsford and Chilliwack campuses,
from Jean Slusarchuck in Mission,
and from Amy Nijar in the Trades Building.

Come on out and have some fun!

-Laura Naydiuk, The FSA Social Committee

THE FSA EXECUTIVE FOR 2003/2004:

CHILLIWACK OFFICE LOCAL:	2498
ABBOTSFORD OFFICE LOCALS:	4530, 4475
President	TIM COOPER 4456
First Faculty Vice-President	ELIZABETH DENNIS 4561
Second Faculty Vice-President	NORM TAYLOR 4225
First Staff Vice-President	LISA GOWER 4646
Second Staff-Vice Presidents	CONNIE CYRULL 4214
	LAURA NAYDIUK 4691
Grievance Chair (Faculty)	BOB SMITH 2498/4530
Grievance Chair (Staff)	MARNA LEVAE 4534
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Words & Vision:

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